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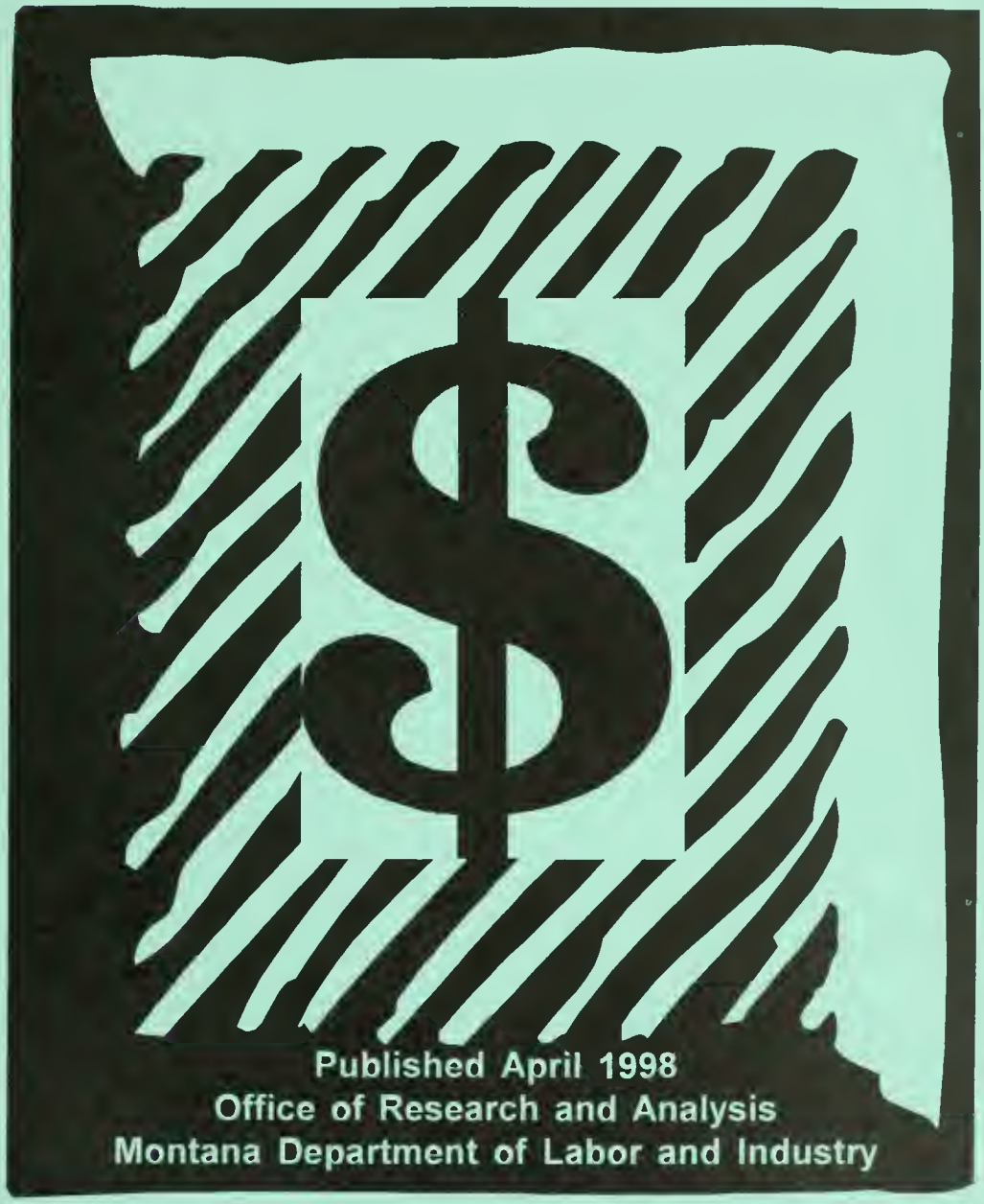
Montana informational wage rates by wage and occupation (statewide

# MONTANA

## Informational Wage Rates by Wage and Occupation

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The Montana State Job Service Division maintains 23 local Job Service Centers in principal cities of Montana. You are invited to call on any of these offices for assistance in filling positions in your organization, obtaining additional labor market information and for receiving other services in connection with your employment needs.

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LOCAL JOB SERVICE CENTER LISTING

ANACONDA
307 East Park
Anaconda, MT 59711
(406-563-3444)

BILLINGS
2121-B Rosebud Dr.
Billings, MT 59102-6274
(406) 652-3080

BOZEMAN
121 N. Willson
Bozeman, MT 59715
(406-582-9200)

BUTTE
2201 White Blvd.
P.O. Box 3528
Butte, MT 59702
(406-494-0300)

CUT BANK
1210 E. Main
Cut Bank, MT 59427
(406-873-2191)

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730 N. Montana
P.O. Box 1300
Dillon, MT 59725
(406-683-4259)

FLATHEAD
427 1st Ave. E.
Kalispell, MT 59901
(406-758-6200)

NORTHEAST MONTANA JOB SERVICE
238 2nd Ave. S.
Glasgow, MT 59230
(406-228-9369)

GLENDIVE
211 S. Kendrick
Glendive, MT 59330
(406-365-3314)

GREAT FALLS
1018 7th St. S.
Great Falls, MT 59405
(406-791-5800)

BITTERROOT
333 W. Main St.
Hamilton, MT 59840
(406-363-1822)

HAVRE
416 1st St.
Havre, MT 59501
(406-265-5847)

HELENA
715 Front St.
Helena, MT 59601
(406-447-3200)

LEWISTOWN
300 1st Ave. N.
Lewistown, MT 59457
(406-538-8701)

LIBBY
417 Mineral Ave./Suite 4
Libby, MT 59923
(406-293-6282)

LIVINGSTON
228 S. Main
P.O. Box 1199
Livingston, MT 59047
(406-222-0520)

MILES CITY
12 N. 10th St.
P.O. Box 1766
Miles City, MT 59301
(406-232-6340)

MISSOULA
539 S. 3rd St. W.
P.O. Box 5027
Missoula, MT 59806
(406-726-7060)

LAKE COUNTYJOB SERVICE CENTER
417-B Main St.
P. O. Box 970
Polson, MT 59860
(406-883-5261)

SHELBY
402 1st St. S.
Shelby, MT 59474
(406-434-5161)

SIDNEY
211 N. Central
Sidney, MT 59270
(406-482-1204)

SANDERS COUNTY JOB SERVICE CENTER
608 Main St.
P. O. Box 669
Thompson Falls, MT 59873
(406-827-3472)

NORTHEAST MONTANA JOB SERVICE
217 3rd Ave. S.
Wolf Point, MT 59201
(406-653-1720)

# *Montana*
# *Informational Wage Rates*
# *by Wage and Occupation*

**(Statewide Information Only)**

State of Montana
Marc Racicot, Governor
Department of Labor & Industry
Pat Haffey, Commissioner

**For more information contact:**
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Department of Labor & Industry
1301 Lockey Ave.
P. O. Box 1728
Helena, Montana 59624-1728
406-444-2430
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Toll free within Montana 800-633-0229
Toll free outside Montana 800-541-3904
TDD 406-444-0532 or 800-354-8830
**Also on the Internet at:**
**http://jsd.dli.mt.gov/lmi/lmi.htm**


**As always, the Office of Research and Analysis welcomes questions, comments and suggestions from the public. In addition, we'll do our best to provide information in accessible format, on request, in compliance with the Americans with Disabilities Act.**


*Published April 1998 by the Montana Department of Labor & Industry*

A sincere thank you is extended to: The many public and private organizations across Montana which took part in this survey; the Office of Research and Analysis staff who helped with this project: Tom Cawley, Casey Greenwood, Tina Hash, Julie Huntington, Kate Kahle, Bob Schleicher and Cathy Shenkle.

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# Introduction

Occupational wage information is much sought after in Montana because of its usefulness in business, educational and personal career planning:

**M**ontana employers use this information in determining the wages and benefits they offer their employees.

**O**ut-of-state firms want to know what they need to pay employees if they relocate to Montana.

**E**ducational planners find the information useful in planning curriculums.

**S**chool counselors make use of it in career counseling.

**I**ndividuals want to know how much they should expect to be paid in a specific occupation.

This publication contains **statewide** wage information **by wage and occupation.** Wage data for this publication was collected from **October 1996 through April 1997.**

**Please note:**

Previously the Office of Research and Analysis published informational wage rate publications. This publication is intended to replace those publications. Data from those publications cannot be compared to this new Occupational Employment Statistics (OES) publication.

Wages in this publication are intended for information and planning purposes only, and are **NOT** to be used as **prevailing wage rates or for alien certification purposes.**

If you need information on alien labor certification wages or on prevailing wage rates for public works contracts, please contact :

The Montana Department of
Labor & Industry
Office of Research & Analysis
P. O. Box 1728
Helena, MT 59624-1728
406-444-2430.

# About the Survey

The Occupational Employment Statistics (OES) program was used to survey employers to determine occupational employment and wages.

The nationwide survey is an annual mail survey measuring occupational employment and occupational wage rates for wage and salary workers in ***nonfarm*** establishments, by industry. The survey samples about 400,000 establishments each year, taking three years to fully collect the sample of 1.2 million establishments.

The Bureau of Labor Statistics (BLS) and the Employment and Training Administration (ETA) provide the funding for the survey. BLS provides the procedures and technical support, while the State Employment Security Agencies (SESAs) collect the data.

This is the first annual wage publication produced by the Montana Occupational Employment Statistics Program. The OES survey defines employment as the number of workers who can be classified as full-time or part-time employees; workers on paid vacations or other types of leave; workers on unpaid or short-term absences; salaried officers; executives; staff members of incorporated firms; employees temporarily assigned to other units; and employees for whom the reporting unit is their permanent duty station regardless of whether that unit prepares their paycheck.

It recently added a wage component to the survey. This wage component allows for comparison of wages across the United States.

**National data** is available on the Internet at: **http://stats.bls.gov/oes/national/oes_nat.htm. State data** is also available on the Internet at: **http://stats.bls.gov/oes/state/oesstate.htm. Note:** Two of the occupations listed in this publication are not available on the website—pharmacy aides and pharmacy technicians.

The OES survey draws its sample from states' unemployment insurance (UI) files. The employment benchmarks are obtained from reports submitted by employers to the UI program. In some nonmanufacturing industries, supplemental sources are used for establishments not reporting to the UI program.

All occupations have an **OES Code**. The OES code is a unique, five-digit numerical identifier for each OES occupation. The **Occupational Title** is a descriptive title that corresponds to the OES code.

**The survey excludes the self-employed, owners/partners of unincorporated firms and unpaid family workers.** Employees are reported in the occupation in which they are working, not necessarily for which they were trained.

# WAGES

Wages for the OES survey are straight-time gross pay. Included are base rate, cost-of-living allowances, guaranteed pay, hazardous-duty pay, incentive pay including commissions and production bonuses, and on-call pay. Excluded are back pay, jury duty pay, overtime pay, severance pay, shift differentials, tips, nonproduction bonuses and tuition reimbursements.

The **hourly wages published** in this publication are **mean** and **median** wages. The mean wage is the estimated total wages for an occupation divided by its survey employment. The median wage is the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below and 50 percent of workers earn wages above the median wage.

A winsorized mean procedure is used to estimate mean wage rates. With the exception of the upper, open-ended wage interval K, (see the top of the Sample Wage Survey Form on page 20), a mean wage value is calculated for each wage interval based on occupational wage data collected by the Office of Compensation and Working Conditions. These interval mean wage values are then attributed to all workers reported in the interval. For each occupation, total weighted wages in each interval are summed across all intervals and divided by the occupation's weighted survey employment.

**The teachers' salaries are based on 9 ½ months out of the year.** Workers in occupations preceded by a filled circle (●) are required by law to be paid prevailing wage rates when they are involved with public works contracts. Any occupations involved in heavy and highway construction for public works projects also need to be paid prevailing wage rates.

The wage information in this publication is to be used for informational purposes only. Montana prevailing wage rates for public works contracts are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state. These rates can be obtained by calling the department's Office of Research and Analysis at the telephone numbers listed on this publication's title page.

Information on alien labor certification prevailing wage rates can be obtained by calling the same phone numbers.

# Montana Statewide Informational Hourly Wage Rates
## In Alphabetical Order
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 21114 | | Accountants and Auditors | $16.10 | $14.06 |
| 28105 | | Adjudicators, Hearings Officers and Judicial Reviewers | $14.62 | $14.22 |
| 24305 | | Agricultural and Food Scientists | $15.97 | $16.27 |
| 79999 | • | Agricultural, Forestry, Fishing and Related Workers, All Other | $9.27 | $9.20 |
| 72002 | | Agricultural, Forestry, Fishing and Related Workers - First-Line Supervisors and Managers/Supervisors | $15.19 | $14.23 |
| 85323 | | Aircraft Mechanics | $12.93 | $13.75 |
| 39002 | | Airplane Dispatchers and Air Traffic Controllers | $16.13 | $16.99 |
| 68014 | | Amusement and Recreation Attendants | $5.36 | $5.34 |
| 79017 | | Animal Caretakers, Except Farm | $6.13 | $5.56 |
| 34017 | | Announcers, Radio and Television | $7.20 | $6.00 |
| 22302 | | Architects, Except Landscape and Marine | $15.89 | $15.29 |
| 34035 | | Artists and Related Workers | $12.40 | $10.94 |
| 93956 | | Assemblers and Fabricators, Except Machine, Electrical, Electronic and Precision | $7.77 | $7.70 |
| 24108 | | Atmospheric and Space Scientists | $17.21 | $17.15 |
| 85305 | | Automotive Body and Related Repairers | $10.95 | $10.09 |
| 65021 | | Bakers, Bread and Pastry | $7.60 | $7.33 |
| 65005 | | Bartenders | $6.32 | $6.21 |
| 53508 | | Bill and Account Collectors | $11.02 | $9.70 |
| 56002 | | Billing, Posting and Calculating Machine Operators | $8.38 | $8.68 |
| 92546 | | Bindery Machine Operators and Tenders | $9.49 | $8.24 |
| 24502 | | Biological, Agricultural and Food Technicians and Technologists, Except Health | $10.82 | $10.64 |
| 24308 | | Biological Scientists | $15.68 | $15.63 |
| 55338 | | Bookkeeping, Accounting and Auditing Clerks | $9.09 | $8.82 |
| 34028 | | Broadcast Technicians | $7.38 | $7.29 |
| 97111 | • | Bus Drivers, School | $9.52 | $9.57 |
| 65023 | | Butchers and Meat Cutters | $8.89 | $8.20 |
| 89311 | | Cabinetmakers and Bench Carpenters | $10.46 | $10.36 |
| 34026 | | Camera Operators, Television and Motion Picture | $6.97 | $6.20 |
| 87102 | • | Carpenters | $11.64 | $11.01 |
| 49023 | | Cashiers | $5.80 | $5.50 |
| 24105 | | Chemists, Except Biochemists | $16.53 | $15.82 |
| 68038 | | Child Care Workers | $5.66 | $5.43 |
| 22502 | | Civil Engineering Technicians and Technologists | $13.15 | $13.19 |
| 67099 | | Cleaning and Building Service Workers, All Other | $7.94 | $7.73 |
| 27502 | | Clergy | $11.36 | $9.72 |
| 59999 | | Clerical and Administrative Support Workers, All Other | $9.34 | $9.81 |
| 51002 | | Clerical and Administrative Support Workers - First-Line Supervisors and Managers/Supervisors | $12.13 | $11.17 |
| 53123 | | Clerks, Adjustment | $7.47 | $7.16 |
| 55344 | | Clerks, Billing, Cost and Rate | $8.81 | $8.50 |
| 49017 | | Clerks, Counter and Rental | $5.85 | $5.50 |
| 53702 | | Clerks, Court | $9.71 | $9.46 |
| 55321 | | Clerks, File | $6.93 | $6.91 |
| 55347 | | Clerks, General Office | $8.04 | $7.62 |
| 53808 | | Clerks, Hotel Desk | $5.79 | $5.54 |
| 53311 | | Clerks, Insurance Claims | $8.26 | $7.84 |
| 53314 | | Clerks, Insurance Policy Processing | $8.67 | $8.56 |

• Workers in some of these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor & Industry's Office of Research and Analysis See "Wages" information on page 3

These wages cannot be used for alien labor certification prevailing wage purposes or in place of any other official wage programs.

# Montana Statewide Informational Hourly Wage Rates
## In Alphabetical Order
### (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 55332 | | Clerks, Interviewing/Except Personnel and Social Welfare | $7.16 | $6.92 |
| 53121 | | Clerks, Loan and Credit | $8.04 | $7.67 |
| 57302 | | Clerks, Mail/Except Mail Machine Operators and Postal Service | $7.91 | $7.81 |
| 53105 | | Clerks, New Accounts | $7.84 | $7.68 |
| 55341 | | Clerks, Payroll and Timekeeping | $9.97 | $9.64 |
| 55314 | | Clerks, Personnel Clerks/Except Payroll and Timekeeping | $10.50 | $10.58 |
| 57308 | • | Clerks, Postal Service | $13.88 | $14.19 |
| 55326 | | Clerks, Procurement | $8.40 | $8.00 |
| 58008 | | Clerks, Production, Planning and Expediting | $9.73 | $7.92 |
| 55305 | | Clerks, Receptionists and Information | $7.30 | $7.17 |
| 58028 | | Clerks, Shipping, Receiving and Traffic | $10.64 | $11.27 |
| 55328 | | Clerks, Statistical | $9.03 | $8.03 |
| 49021 | | Clerks, Stock/Sales Floor | $6.59 | $6.36 |
| 58023 | | Clerks, Stock/Stockroom, Warehouse or Storage Yard | $8.68 | $8.28 |
| 53802 | | Clerks, Travel | $7.30 | $7.26 |
| 21911 | | Compliance Officers and Enforcement Inspectors, Except Construction | $13.80 | $13.29 |
| 56011 | | Computer Operators, Except Peripheral Equipment | $9.15 | $8.70 |
| 25108 | | Computer Programmer Aides | $9.99 | $10.47 |
| 25104 | | Computer Support Specialists | $13.85 | $13.64 |
| 87311 | • | Concrete and Terrazzo Finishers | $12.50 | $12.45 |
| 21908 | • | Construction and Building Inspectors | $13.64 | $13.49 |
| 81005 | • | Construction Trades and Extractive Workers - First-Line Supervisors and Managers/Supervisors | $17.25 | $16.69 |
| 97951 | | Conveyor Operators and Tenders | $10.71 | $10.17 |
| 65032 | | Cooks, Fast Food | $5.08 | $5.27 |
| 65028 | • | Cooks, Institution or Cafeteria | $7.22 | $7.09 |
| 65026 | | Cooks, Restaurant | $6.83 | $6.78 |
| 65035 | | Cooks, Short Order | $6.05 | $5.73 |
| 63017 | • | Correction Officers and Jailers | $10.54 | $10.73 |
| 21902 | | Cost Estimators | $17.16 | $17.08 |
| 65017 | | Counter Attendants - Lunchroom, Coffee Shop or Cafeteria | $6.15 | $5.84 |
| 63028 | | Criminal Investigators, Public Service | $17.29 | $17.48 |
| 63044 | | Crossing Guards | $6.29 | $6.12 |
| 92965 | | Crushing, Grinding, Mixing and Blending Machine Operators and Tenders | $14.27 | $16.10 |
| 31511 | | Curators, Archivists, Museum Technicians and Conservators | $10.76 | $10.39 |
| 89505 | | Custom Tailors and Sewers | $6.69 | $6.69 |
| 55335 | | Customer Service Representatives, Utilities | $11.01 | $9.91 |
| 25103 | | Database Administrators | $14.59 | $12.14 |
| 56017 | | Data Entry Keyers, Except Composing | $7.65 | $7.45 |
| 85705 | • | Data Processing Equipment Repairers | $9.91 | $9.69 |
| 49034 | | Demonstrators and Promoters | $5.92 | $5.58 |
| 66002 | | Dental Assistants | $8.85 | $8.52 |
| 32908 | | Dental Hygienists | $20.14 | $19.58 |
| 32105 | | Dentists | $40.72 | $47.64 |
| 34038 | | Designers, Except Interior Designers | $8.78 | $7.66 |
| 32521 | | Dietitians and Nutritionists | $16.33 | $15.35 |

• Workers in some of these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor & Industry's Office of Research and Analysis. See "Wages" information on page 3
These wages cannot be used for alien labor certification prevailing wage purposes or in place of any other official wage programs.

# Montana Statewide Informational Hourly Wage Rates
## In Alphabetical Order
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 65014 | • | Dining Room and Cafeteria Attendants and Bartender Helpers | $5.17 | $5.29 |
| 58005 | | Dispatchers, Except Police, Fire and Ambulance | $9.67 | $9.80 |
| 58002 | • | Dispatchers, Police, Fire and Ambulance | $8.30 | $8.05 |
| 22514 | | Drafters | $12.37 | $12.13 |
| 97117 | | Driver/Sales Workers | $7.31 | $5.57 |
| 87902 | • | Earth Drillers, Except Oil and Gas | $12.65 | $12.23 |
| 22505 | | Electrical and Electronic Engineering Technicians and Technologists | $12.09 | $11.10 |
| 85728 | | Electrical Installers and Repairers, Transportation Equipment | $11.24 | $11.45 |
| 85723 | | Electrical Power-Line Installers and Repairers | $18.78 | $18.56 |
| 87202 | • | Electricians | $16.79 | $17.09 |
| 85717 | | Electronics Repairers, Commercial and Industrial Equipment | $14.84 | $14.47 |
| 32508 | • | Emergency Medical Technicians | $7.65 | $7.40 |
| 21508 | | Employment Interviewers, Private or Public Employment Service | $10.75 | $10.80 |
| 22599 | | Engineering and Related Technicians and Technologists, All Other | $13.22 | $13.37 |
| 22199 | | Engineers, All Other | $15.98 | $17.11 |
| 22121 | | Engineers, Civil, Including Traffic | $19.06 | $18.82 |
| 22135 | | Engineers, Mechanical | $20.65 | $18.19 |
| 22108 | | Engineers, Mining, Including Mine Safety | $23.71 | $23.34 |
| 22111 | | Engineers, Petroleum | $22.59 | $21.42 |
| 97923 | • | Excavating and Loading Machine Operators | $13.38 | $12.47 |
| 73002 | | Fallers and Buckers | $15.53 | $16.03 |
| 21199 | | Financial Specialists, All Other | $15.00 | $14.95 |
| 63008 | • | Firefighters | $13.35 | $13.18 |
| 65041 | | Food Preparation and Service Workers, Combined | $5.33 | $5.34 |
| 65038 | | Food Preparation Workers | $6.28 | $6.13 |
| 65099 | | Food Service Workers, All Other | $6.17 | $5.82 |
| 79002 | • | Forest and Conservation Workers | $10.59 | $10.19 |
| 24302 | | Foresters and Conservation Scientists | $16.21 | $15.47 |
| 98700 | | Freight, Stock and Material Movers, Hand | $8.23 | $7.86 |
| 24111 | | Geologists, Geophysicists and Oceanographers | $24.22 | $21.75 |
| 97938 | • | Grader, Bulldozer and Scraper Operators | $14.97 | $14.62 |
| 63047 | • | Guards and Watch Guards | $6.70 | $5.51 |
| 68005 | | Hairdressers, Hairstylists and Cosmetologists | $6 28 | $5.67 |
| 98902 | | Hand Packers and Packagers | $6.18 | $5.64 |
| 32999 | | Health Professionals, Paraprofessionals and Technicians, All Other | $14.42 | $12.92 |
| 66099 | | Health Service Workers, All Other | $8.45 | $8.05 |
| 98319 | | Helpers, All Other Construction Trades Workers | $9.34 | $8.44 |
| 98312 | | Helpers, Carpenters and Related Workers | $9.36 | $9.01 |
| 98999 | • | Helpers, Laborers and Material Movers, Hand, All Other | $9.79 | $10.02 |
| 81017 | | Helpers, Laborers and Material Movers, Hand - First-Line Supervisors and Managers/Supervisors | $14.63 | $14.34 |
| 98315 | | Helpers, Plumbers, Pipefitters and Steamfitters | $8.33 | $8.55 |
| 87711 | • | Highway Maintenance Workers | $12.29 | $12.10 |
| 66011 | | Home Health Aides | $6.94 | $6.69 |
| 65002 | | Hosts and Hostesses, Restaurant, Lounge or Coffee Shop | $5.66 | $5.47 |
| 27308 | | Human Services Workers | $7.55 | $7.26 |

• Workers in some of these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor & Industry's Office of Research and Analysis See "Wages" information on page 3
These wages cannot be used for alien labor certification prevailing wage purposes or in place of any other official wage programs

# Montana Statewide Informational Hourly Wage Rates
## In Alphabetical Order
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 97947 | • | Industrial Truck and Tractor Operators | $9.60 | $9.42 |
| 31517 | | Instructional Coordinators | $15.84 | $15.16 |
| 31321 | | Instructors and Coaches, Sports and Physical Training | $8.01 | $5.95 |
| 31317 | | Instructors, Nonvocational Education | $10.19 | $10.43 |
| 53302 | | Insurance Adjusters, Examiners and Investigators | $18.02 | $16.32 |
| 21102 | | Insurance Underwriters | $11.94 | $12.12 |
| 67005 | • | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | $7.26 | $6.99 |
| 79041 | • | Laborers, Landscaping and Groundskeeping | $7.30 | $6.95 |
| 22308 | | Landscape Architects | $17.13 | $17.48 |
| 92726 | | Laundry and Dry-Cleaning Machine Operators and Tenders, Except Pressing | $6.09 | $5.72 |
| 28302 | | Law Clerks | $10.96 | $10.86 |
| 28108 | | Lawyers | $24.25 | $19.12 |
| 28399 | | Legal Assistants and Technicians, Except Clerical, All Other | $11.40 | $10.04 |
| 31502 | | Librarians, Professional | $13.56 | $13.07 |
| 53902 | | Library Assistants and Bookmobile Drivers | $6.47 | $5.72 |
| 32505 | • | Licensed Practical Nurses | $10.48 | $10.45 |
| 21108 | | Loan Officers and Counselors | $16.54 | $15.67 |
| 79008 | | Log Graders and Scalers | $13.43 | $13.81 |
| 73011 | | Logging Tractor Operators | $14.09 | $13.80 |
| 73008 | | Log-Handling Equipment Operators | $12.53 | $12.51 |
| 92998 | | Machine Operators and Tenders, All Other | $10.78 | $11.06 |
| 89108 | | Machinists | $11.01 | $11.30 |
| 67002 | | Maids and Housekeeping Cleaners | $5.68 | $5.47 |
| 85132 | | Maintenance Repairers, General Utility | $9.66 | $10.06 |
| 21905 | | Management Analysts | $16.76 | $16.07 |
| 21999 | | Management Support Workers, All Other | $16.12 | $14.92 |
| 13014 | | Managers, Administrative Services | $16.75 | $16.06 |
| 19999 | | Managers, All Other and Administrators | $19.70 | $18.34 |
| 15023 | | Managers, Communications, Transportation and Utilities Operations | $19.10 | $17.96 |
| 15017 | | Managers, Construction | $19.55 | $16.66 |
| 15005 | | Managers, Education Administrators | $22.12 | $21.59 |
| 13017 | | Managers, Engineering, Mathematical and Natural Sciences | $24.35 | $22.82 |
| 13002 | | Managers, Financial | $22.27 | $19.84 |
| 15026 | | Managers, Food Service and Lodging | $11.92 | $10.76 |
| 19005 | | Managers, General Managers and Top Executives | $24.08 | $21.70 |
| 15014 | | Managers, Industrial Production | $19.25 | $18.42 |
| 13011 | | Managers, Marketing, Advertising and Public Relations | $18.72 | $16.93 |
| 15008 | | Managers, Medicine and Health Services | $22.87 | $20.73 |
| 15021 | | Managers, Mining, Quarrying, and Oil and Gas Well Drilling | $30.61 | $34.32 |
| 13005 | | Managers, Personnel, Training, and Labor Relations | $17.54 | $15.65 |
| 15002 | | Managers, Postmasters and Mail Superintendents | $15.41 | $15.04 |
| 13008 | | Managers, Purchasing | $18.20 | $16.86 |
| 58099 | | Material Recording, Scheduling and Distributing Workers, All Other | $10.93 | $10.71 |
| 85302 | • | Mechanics, Automotive | $11.20 | $11.04 |
| 85311 | | Mechanics, Bus and Truck and Diesel Engine Specialists | $13.12 | $13.04 |

• Workers in some of these occupations must be paid prevailing wage rates when involved with public works contracts Official prevailing wage rates can be obtained from the Montana Department of Labor & Industry's Office of Research and Analysis See "Wages" information on page 3.
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# Montana Statewide Informational Hourly Wage Rates
## In Alphabetical Order
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 85321 | | Mechanics, Farm Equipment | $11.65 | $11.40 |
| 98102 | | Mechanics, Helpers, Mechanics and Repairers | $8.01 | $7.25 |
| 85999 | | Mechanics, Installers and Repairers, All Other | $11.32 | $9.94 |
| 81002 | • | Mechanics, Installers and Repairers - First-Line Supervisors and Managers/Supervisors | $15.71 | $16.05 |
| 85110 | | Mechanics, Machinery Maintenance | $11.19 | $10.76 |
| 85119 | | Mechanics, Machinery Maintenance, All Other | $16.94 | $17.28 |
| 85118 | | Mechanics, Machinery Maintenance, Water or Power Generation Plant | $16.74 | $17.40 |
| 85314 | • | Mechanics, Mobile Heavy Equipment, Except Engines | $15.07 | $14.46 |
| 85328 | | Mechanics, Small Engine | $8.76 | $8.01 |
| 32905 | • | Medical and Clinical Laboratory Technicians | $11.22 | $11.39 |
| 32902 | | Medical and Clinical Laboratory Technologists | $16.78 | $16.15 |
| 66005 | | Medical Assistants | $8.47 | $8.74 |
| 32911 | | Medical Records Technicians | $9.28 | $9.22 |
| 85956 | | Menders, Garments, Linens and Related | $5.90 | $5.56 |
| 34044 | | Merchandise Displayers and Window Trimmers | $7.04 | $7.03 |
| 57311 | | Messengers | $6.93 | $5.95 |
| 58014 | • | Meter Readers, Utilities | $11.10 | $10.46 |
| 85123 | • | Millwrights | $13.86 | $12.76 |
| 97199 | • | Motor Vehicle Operators, All Other | $11.84 | $12.47 |
| 32914 | | Nuclear Medicine Technologists | $16.60 | $16.37 |
| 66008 | • | Nursing Aides, Orderlies and Attendants | $6.91 | $6.92 |
| 32305 | | Occupational Therapists | $20.92 | $19.55 |
| 85926 | • | Office Machine and Cash Register Servicers | $9.80 | $9.76 |
| 56099 | | Office Machine Operators, All Other | $8.60 | $8.77 |
| 92512 | | Offset Lithographic Press Setters and Set-Up Operators | $9.56 | $9.43 |
| 97956 | • | Operating Engineers | $14.05 | $14.02 |
| 32514 | | Opticians, Dispensing and Measuring | $8.37 | $8.55 |
| 55323 | | Order Clerks, Materials, Merchandise and Service | $8.36 | $8.15 |
| 58026 | | Order Fillers, Wholesale and Retail Sales | $8.74 | $7.98 |
| 92974 | | Packaging and Filling Machine Operators and Tenders | $8.16 | $8.02 |
| 87402 | • | Painters and Paperhangers, Construction and Maintenance | $14.80 | $12.97 |
| 93947 | | Painting, Coating and Decorating Workers, Hand | $10.35 | $10.44 |
| 28305 | | Paralegal Personnel | $12.01 | $11.76 |
| 68035 | | Personal and Home Care Aides | $6.27 | $6.02 |
| 21511 | | Personnel, Training and Labor Relations Specialists | $12.44 | $12.99 |
| 32517 | | Pharmacists | $22.61 | $22.05 |
| 66026 | | Pharmacy Aides | $7.97 | $7.93 |
| 32518 | | Pharmacy Technicians | $7.89 | $8.28 |
| 66017 | | Physical and Corrective Therapy Assistants and Aides | $8.88 | $8.27 |
| 24599 | | Physical and Life Science Technicians and Technologists, All Other | $11.79 | $11.39 |
| 24199 | | Physical Scientists, All Other | $16.19 | $16.45 |
| 32308 | | Physical Therapists | $20.47 | $20.47 |
| 32102 | | Physicians and Surgeons | $52.84 | over $60.01 |
| 32511 | | Physician's Assistants | $24.90 | $26.51 |
| 95099 | • | Plant and System Operators, All Other | $14.09 | $14.68 |

• Workers in some of these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor & Industry's Office of Research and Analysis. See "Wages" information on page 3.
These wages cannot be used for alien labor certification prevailing wage purposes or in place of any other official wage programs.

# Montana Statewide Informational Hourly Wage Rates
## In Alphabetical Order
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 87502 | • | Plumbers, Pipefitters and Steamfitters | $17.39 | $17.49 |
| 63014 | • | Police Patrol Officers | $13.14 | $12.84 |
| 57305 | • | Postal Mail Carriers | $13.31 | $13.74 |
| 95028 | | Power Distributors and Dispatchers | $18.74 | $18.46 |
| 85905 | | Precision Instrument Repairers | $18.74 | $18.46 |
| 89999 | | Precision Workers, All Other | $8.20 | $7.56 |
| 89517 | | Pressers, Delicate Fabrics | $6.66 | $6.72 |
| 92728 | | Pressing Machine Operators and Tenders, Textile, Garment and Related Materials | $6.36 | $6.24 |
| 92543 | | Printing Press Machine Operators and Tenders | $12.59 | $12.88 |
| 34056 | | Producers, Directors, Actors and Other Entertainers | $9.72 | $8.44 |
| 81008 | • | Production and Operating Workers - First-Line Supervisors and Managers/Supervisors | $14.48 | $12.95 |
| 81099 | | Production, Construction, Maintenance and Related Workers - First-Line Supervisors and Mngrs./Supervs.-All Other | $15.18 | $14.38 |
| 83005 | | Production Inspectors, Testers, Graders, Sorters, Samplers and Weighers | $9.78 | $10.09 |
| 39999 | | Professional, Paraprofessional and Technical Workers, All Other | $16.79 | $13.87 |
| 63099 | • | Protective Service Workers, All Other | $8.25 | $7.71 |
| 27108 | | Psychologists | $16.24 | $15.52 |
| 34008 | | Public Relations Specialists and Publicity Writers | $12.46 | $12.11 |
| 21305 | | Purchasing Agents and Buyers, Farm Products | $12.89 | $12.09 |
| 21308 | | Purchasing Agents, Except Wholesale, Retail and Farm Products | $13.30 | $12.54 |
| 32919 | | Radiologic Technologists | $12.03 | $11.94 |
| 27311 | | Recreation Workers | $7.81 | $7.35 |
| 32502 | • | Registered Nurses | $16.03 | $15.64 |
| 34011 | | Reporters and Correspondents | $8.29 | $8.07 |
| 27307 | | Residential Counselors | $9.99 | $8.75 |
| 32302 | | Respiratory Therapists | $12.90 | $12.38 |
| 87808 | • | Roofers | $10.96 | $11.16 |
| 43002 | | Sales Agents and Placers, Insurance | $17.85 | $12.73 |
| 43023 | | Sales Agents, Advertising | $11.52 | $9.99 |
| 43008 | | Sales Agents, Real Estate | $17.07 | $17.41 |
| 43017 | | Sales Agents, Selected Business Services | $11.35 | $10.30 |
| 49999 | | Sales and Related Workers, All Other | $8.27 | $7.69 |
| 41002 | | Sales and Related Workers - First-Line Supervisors and Managers/Supervisors | $12.59 | $11.51 |
| 49008 | | Sales Representatives, Except Retail and Scientific and Related Products and Services | $14.13 | $12.75 |
| 49005 | | Sales Representatives, Scientific and Related Products and Services, Except Retail | $20.31 | $13.25 |
| 49014 | | Salespersons, Parts | $9.71 | $9.03 |
| 49011 | | Salespersons, Retail | $7.51 | $6.15 |
| 92308 | • | Sawing Machine Operators and Tenders | $10.18 | $10.05 |
| 92305 | | Sawyers, Head | $12.00 | $11.09 |
| 55108 | | Secretaries, Except Legal and Medical | $8.39 | $8.16 |
| 55102 | | Secretaries, Legal | $9.61 | $9.51 |
| 55105 | | Secretaries, Medical | $9.14 | $8.33 |
| 97805 | | Service Station Attendants | $7.30 | $6.89 |
| 87917 | | Service Unit Operators | $16.28 | $16.22 |
| 69999 | | Service Workers, All Other | $6.61 | $6.25 |
| 61000 | | Service Workers - First-Line Supervisors and Managers/Supervisors | $9.59 | $8.69 |

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# Montana Statewide Informational Hourly Wage Rates
## In Alphabetical Order
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| | | Sewing Machine Operators, Nongarment | $7.50 | $7.41 |
| 89132 | • | Sheet Metal Workers | $14.33 | $12.01 |
| 63032 | • | Sheriffs and Deputy Sheriffs | $14.15 | $13.04 |
| 27199 | | Social Scientists, All Other | $15.18 | $15.30 |
| 27305 | • | Social Workers, Except Medical and Psychiatric | $12.01 | $11.79 |
| 27302 | | Social Workers, Medical and Psychiatric | $12.76 | $12.12 |
| 32314 | | Speech-Language Pathologists and Audiologists | $16.20 | $14.83 |
| 89514 | | Spotters, Dry-Cleaning | $5.87 | $5.59 |
| 95032 | | Stationary Engineers | $14.66 | $14.62 |
| 55302 | | Stenographers and/or Court Reporters | $10.61 | $10.16 |
| 22521 | | Surveying and Mapping Technicians | $11.94 | $10.82 |
| 22311 | | Surveyors and Mapping Scientists | $16.30 | $15.58 |
| 57102 | | Switchboard Operators | $6.82 | $6.42 |
| 25125 | | Systems Analysts/Computer Programmers | $15.34 | $14.75 |
| 53905 | | Teacher Aides and Educational Assistants, Clerical | $6.87 | $6.71 |
| 31314 | | Teachers and Instructors, Vocational Education and Training | **$16.19** | **$17.70** |
| 31231 | | Teachers, Anthropology and Sociology, Postsecondary | *$20.94* | *$21.95* |
| 31305 | | Teachers, Elementary School | *$16.43* | *$15.61* |
| 31304 | | Teachers, Kindergarten | *$13.73* | *$13.57* |
| 31209 | | Teachers, Physical Sciences, Postsecondary, All Other | *$21.51* | *$19.68* |
| 31303 | | Teachers, Preschool | $6.97 | $6.61 |
| 31308 | | Teachers, Secondary School | *$17.10* | *$16.46* |
| 31311 | | Teachers, Special Education | *$16.19* | *$15.70* |
| 31505 | | Technical Assistants, Library | $9.51 | $8.11 |
| 34005 | | Technical Writers and Editors | $14.25 | $14.42 |
| 49026 | | Telemarketers, Door-To-Door Sales Workers, News and Street Vendors, and Other Related Workers | $7.07 | $6.18 |
| 85702 | | Telephone and Cable Television Line Installers and Repairers | $16.45 | $17.29 |
| 53102 | | Tellers | $7.47 | $7.32 |
| 32399 | | Therapists, All Other | $21.93 | $21.88 |
| 85953 | | Tire Repairers and Changers | $6.60 | $6.59 |
| 28311 | | Title Examiners and Abstractors | $11.69 | $11.88 |
| 81011 | | Transportation and Material-Moving Machine and Vehicle Operators - First-Line Supervisors and Mngrs./Supervs. | $17.62 | $16.61 |
| 97899 | | Transportation and Related Workers, All Other | $11.00 | $11.51 |
| 43021 | | Travel Agents | $10.89 | $9.94 |
| 97102 | • | Truck Drivers, Heavy or Tractor-Trailer | $13.21 | $12.93 |
| 97105 | • | Truck Drivers, Light, Including Delivery and Route Workers | $8.39 | $7.61 |
| 55307 | | Typists, Including Word Processing | $8.43 | $7.83 |
| 98905 | • | Vehicle Washers and Equipment Cleaners | $6.28 | $5.92 |
| 32114 | | Veterinarians and Veterinary Inspectors | $19.86 | $19.49 |
| 65008 | | Waiters and Waitresses | $5.24 | $5.31 |
| 95002 | • | Water and Liquid Waste Treatment Plant and System Operators | $11.53 | $10.93 |
| 93914 | | Welders and Cutters | $12.27 | $11.44 |
| 97911 | | Wellhead Pumpers | $14.64 | $14.75 |
| 21302 | | Wholesale and Retail Buyers, Except Farm Products | $13.42 | $11.88 |

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*** Teachers' salaries were based on 9 1/2 months out of the year. Please see page 3 of this report for more information.**

****Most of these wages, but not all, were paid on a 9 1/2-month salary basis.**

# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
## (All Industries Included)

| OES Code | Occupations | Mean Wage | Median Wage |
|---|---|---|---|
| | **Managerial & Administrative Occupations** | | |
| 13002 | Financial Managers | $22.27 | $19.84 |
| 13005 | Personnel, Training and Labor Relations Managers | $17.54 | $15.65 |
| 13008 | Purchasing Managers | $18.20 | $16.86 |
| 13011 | Marketing, Advertising and Public Relations Managers | $18.72 | $16.93 |
| 13014 | Administrative Services Managers | $16.75 | $16.06 |
| 13017 | Engineering, Mathematical and Natural Sciences Managers | $24.35 | $22.82 |
| 15002 | Postmasters and Mail Superintendents | $15.41 | $15.04 |
| 15005 | Education Administrators | $22.12 | $21.59 |
| 15008 | Medicine and Health Services Managers | $22.87 | $20.73 |
| 15014 | Industrial Production Managers | $19.25 | $18.42 |
| 15017 | Construction Managers | $19.55 | $16.66 |
| 15021 | Mining, Quarrying, and Oil and Gas Well Drilling Managers | $30.61 | $34.32 |
| 15023 | Communications, Transportation and Utilities Operations Managers | $19.10 | $17.96 |
| 15026 | Food Service and Lodging Managers | $11.92 | $10.76 |
| 19005 | General Managers and Top Executives | $24.08 | $21.70 |
| 19999 | All Other Managers and Administrators | $19.70 | $18.34 |
| | **Professional, Paraprofessional & Technical Occupations** | | |
| 21102 | Insurance Underwriters | $11.94 | $12.12 |
| 21108 | Loan Officers and Counselors | $16.54 | $15.67 |
| 21114 | Accountants and Auditors | $16.10 | $14.06 |
| 21199 | All Other Financial Specialists | $15.00 | $14.95 |
| 21302 | Wholesale and Retail Buyers, Except Farm Products | $13.42 | $11.88 |
| 21305 | Purchasing Agents and Buyers, Farm Products | $12.89 | $12.09 |
| 21308 | Purchasing Agents, Except Wholesale, Retail and Farm Products | $13.30 | $12.54 |
| 21508 | Employment Interviewers, Private or Public Employment Service | $10.75 | $10.80 |
| 21511 | Personnel, Training and Labor Relations Specialists | $12.44 | $12.99 |
| 21902 | Cost Estimators | $17.16 | $17.08 |
| 21905 | Management Analysts | $16.76 | $16.07 |
| 21908 | • Construction and Building Inspectors | $13.64 | $13.49 |
| 21911 | Compliance Officers and Enforcement Inspectors, Except Construction | $13.80 | $13.29 |
| 21999 | All Other Management Support Workers | $16.12 | $14.92 |
| 22108 | Mining Engineers, Including Mine Safety | $23.71 | $23.34 |
| 22111 | Petroleum Engineers | $22.59 | $21.42 |
| 22121 | Civil Engineers, Including Traffic | $19.06 | $18.82 |
| 22135 | Mechanical Engineers | $20.65 | $18.19 |
| 22199 | All Other Engineers | $15.98 | $17.11 |
| 22302 | Architects, Except Landscape and Marine | $15.89 | $15.29 |
| 22308 | Landscape Architects | $17.13 | $17.48 |
| 22311 | Surveyors and Mapping Scientists | $16.30 | $15.58 |
| 22502 | Civil Engineering Technicians and Technologists | $13.15 | $13.19 |
| 22505 | Electrical and Electronic Engineering Technicians and Technologists | $12.09 | $11.10 |
| 22514 | Drafters | $12.37 | $12.13 |
| 22521 | Surveying and Mapping Technicians | $11.94 | $10.82 |

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# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 22599 | | All Other Engineering and Related Technicians and Technologists | $13.22 | $13.37 |
| 24105 | | Chemists, Except Biochemists | $16.53 | $15.82 |
| 24108 | | Atmospheric and Space Scientists | $17.21 | $17.15 |
| 24111 | | Geologists, Geophysicists and Oceanographers | $24.22 | $21.75 |
| 24199 | | All Other Physical Scientists | $16.19 | $16.45 |
| 24302 | | Foresters and Conservation Scientists | $16.21 | $15.47 |
| 24305 | | Agricultural and Food Scientists | $15.97 | $16.27 |
| 24308 | | Biological Scientists | $15.68 | $15.63 |
| 24502 | | Biological, Agricultural, and Food Technicians and Technologists, Except Health | $10.82 | $10.64 |
| 24599 | | All Other Physical and Life Science Technicians and Technologists | $11.79 | $11.39 |
| 25103 | | Database Administrators | $14.59 | $12.14 |
| 25104 | | Computer Support Specialists | $13.85 | $13.64 |
| 25108 | | Computer Programmer Aides | $9.99 | $10.47 |
| 25125 | | Systems Analysts/Computer Programmers | $15.34 | $14.75 |
| 27108 | | Psychologists | $16.24 | $15.52 |
| 27199 | | All Other Social Scientists | $15.18 | $15.30 |
| 27302 | | Social Workers, Medical and Psychiatric | $12.76 | $12.12 |
| 27305 | • | Social Workers, Except Medical and Psychiatric | $12.01 | $11.79 |
| 27307 | | Residential Counselors | $9.99 | $8.75 |
| 27308 | | Human Services Workers | $7.55 | $7.26 |
| 27311 | | Recreation Workers | $7.81 | $7.35 |
| 27502 | | Clergy | $11.36 | $9.72 |
| 28105 | | Adjudicators, Hearings Officers and Judicial Reviewers | $14.62 | $14.22 |
| 28108 | | Lawyers | $24.25 | $19.12 |
| 28302 | | Law Clerks | $10.96 | $10.86 |
| 28305 | | Paralegal Personnel | $12.01 | $11.76 |
| 28311 | | Title Examiners and Abstractors | $11.69 | $11.88 |
| 28399 | | All Other Legal Assistants and Technicians, Except Clerical | $11.40 | $10.04 |
| 31209 | | All Other Physical Sciences Teachers, Postsecondary | *$21.51* | *$19.68* |
| 31231 | | Anthropology and Sociology Teachers, Postsecondary | *$20.94* | *$21.95* |
| 31303 | | Teachers, Preschool | $6.97 | $6.61 |
| 31304 | | Teachers, Kindergarten | *$13.73* | *$13.57* |
| 31305 | | Teachers, Elementary School | *$16.43* | *$15.61* |
| 31308 | | Teachers, Secondary School | *$17.10* | *$16.46* |
| 31311 | | Teachers, Special Education | *$16.19* | *$15.70* |
| 31314 | • | Teachers and Instructors, Vocational Education and Training | **$16.19** | **17.70** |
| 31317 | | Instructors, Nonvocational Education | $10.19 | $10.43 |
| 31321 | | Instructors and Coaches, Sports and Physical Training | $8.01 | $5.95 |
| 31502 | | Librarians, Professional | $13.56 | $13.07 |
| 31505 | | Technical Assistants, Library | $9.51 | $8.11 |
| 31511 | | Curators, Archivists, Museum Technicians and Conservators | $10.76 | $10.39 |
| 31517 | | Instructional Coordinators | $15.84 | $15.16 |
| 32102 | | Physicians and Surgeons | $52.84 | over $60.01 |
| 32105 | | Dentists | $40.72 | $47.64 |

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*** Teachers' salaries were based on 9 1/2 months out of the year. Please see page 3 of this report for more information.**
****Most of these wages, but not all, were paid on a 9 1/2-month salary basis.**

# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
### (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 32114 | | Veterinarians and Veterinary Inspectors | $19.86 | $19.49 |
| 32302 | | Respiratory Therapists | $12.90 | $12.38 |
| 32305 | | Occupational Therapists | $20.92 | $19.55 |
| 32308 | | Physical Therapists | $20.47 | $20.47 |
| 32314 | | Speech-Language Pathologists and Audiologists | $16.20 | $14.83 |
| 32399 | | All Other Therapists | $21.93 | $21.88 |
| 32502 | • | Registered Nurses | $16.03 | $15.64 |
| 32505 | • | Licensed Practical Nurses | $10.48 | $10.45 |
| 32508 | • | Emergency Medical Technicians | $7.65 | $7.40 |
| 32511 | | Physician's Assistants | $24.90 | $26.51 |
| 32514 | | Opticians, Dispensing and Measuring | $8.37 | $8.55 |
| 32517 | | Pharmacists | $22.61 | $22.05 |
| 32518 | | Pharmacy Technicians | $7.89 | $8.28 |
| 32521 | | Dietitians and Nutritionists | $16.33 | $15.35 |
| 32902 | | Medical and Clinical Laboratory Technologists | $16.78 | $16.15 |
| 32905 | • | Medical and Clinical Laboratory Technicians | $11.22 | $11.39 |
| 32908 | | Dental Hygienists | $20.14 | $19.58 |
| 32911 | | Medical Records Technicians | $9.28 | $9.22 |
| 32914 | | Nuclear Medicine Technologists | $16.60 | $16.37 |
| 32919 | | Radiologic Technologists | $12.03 | $11.94 |
| 32999 | | All Other Health Professionals, Paraprofessionals and Technicians | $14.42 | $12.92 |
| 34005 | | Technical Writers and Editors | $14.25 | $14.42 |
| 34008 | | Public Relations Specialists and Publicity Writers | $12.46 | $12.11 |
| 34011 | | Reporters and Correspondents | $8.29 | $8.07 |
| 34017 | | Announcers, Radio and Television | $7.20 | $6.00 |
| 34026 | | Camera Operators, Television and Motion Picture | $6.97 | $6.20 |
| 34028 | | Broadcast Technicians | $7.38 | $7.29 |
| 34035 | | Artists and Related Workers | $12.40 | $10.94 |
| 34038 | | Designers, Except Interior Designers | $8.78 | $7.66 |
| 34044 | | Merchandise Displayers and Window Trimmers | $7.04 | $7.03 |
| 34056 | | Producers, Directors, Actors and Other Entertainers | $9.72 | $8.44 |
| 39002 | | Airplane Dispatchers and Air Traffic Controllers | $16.13 | $16.99 |
| 39999 | | All Other Professional, Paraprofessional and Technical Workers | $16.79 | $13.87 |
| | | **Sales & Related Occupations** | | |
| 41002 | | First-Line Supervisors and Managers/Supervisors - Sales and Related Workers | $12.59 | $11.51 |
| 43002 | | Sales Agents and Placers, Insurance | $17.85 | $12.73 |
| 43008 | | Sales Agents, Real Estate | $17.07 | $17.41 |
| 43017 | | Sales Agents, Selected Business Services | $11.35 | $10.30 |
| 43021 | | Travel Agents | $10.89 | $9.94 |
| 43023 | | Sales Agents, Advertising | $11.52 | $9.99 |
| 49005 | | Sales Representatives, Scientific and Related Products and Services, Except Retail | $20.31 | $13.25 |
| 49008 | | Sales Representatives, Except Retail and Scientific and Related Products and Services | $14.13 | $12.75 |
| 49011 | | Salespersons, Retail | $7.51 | $6.15 |
| 49014 | | Salespersons, Parts | $9.71 | $9.03 |

• Workers in some of these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor & Industry's Office of Research and Analysis. See "Wages" information on page 3
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# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
## (All Industries Included)

| OES Code | Occupations | Mean Wage | Median Wage |
|---|---|---|---|
| 49017 | Counter and Rental Clerks | $5.85 | $5.50 |
| 49021 | Stock Clerks, Sales Floor | $6.59 | $6.36 |
| 49023 | Cashiers | $5.80 | $5.50 |
| 49026 | Telemarketers, Door-To-Door Sales Workers, News and Street Vendors, and Other Related Workers | $7.07 | $6.18 |
| 49034 | Demonstrators and Promoters | $5.92 | $5.58 |
| 49999 | All Other Sales and Related Workers | $8.27 | $7.69 |
| | **Clerical & Administrative Support Occupations** | | |
| 51002 | First-Line Supervisors and Managers/Supervisors - Clerical and Administrative Support Workers | $12.13 | $11.17 |
| 53102 | Tellers | $7.47 | $7.32 |
| 53105 | New Accounts Clerks | $7.84 | $7.68 |
| 53121 | Loan and Credit Clerks | $8.04 | $7.67 |
| 53123 | Adjustment Clerks | $7.47 | $7.16 |
| 53302 | Insurance Adjusters, Examiners and Investigators | $18.02 | $16.32 |
| 53311 | Insurance Claims Clerks | $8.26 | $7.84 |
| 53314 | Insurance Policy Processing Clerks | $8.67 | $8.56 |
| 53508 | Bill and Account Collectors | $11.02 | $9.70 |
| 53702 | Court Clerks | $9.71 | $9.46 |
| 53802 | Travel Clerks | $7.30 | $7.26 |
| 53808 | Hotel Desk Clerks | $5.79 | $5.54 |
| 53902 | Library Assistants and Bookmobile Drivers | $6.47 | $5.72 |
| 53905 | Teacher Aides and Educational Assistants, Clerical | $6.87 | $6.71 |
| 55102 | Legal Secretaries | $9.61 | $9.51 |
| 55105 | Medical Secretaries | $9.14 | $8.33 |
| 55108 | Secretaries, Except Legal and Medical | $8.39 | $8.16 |
| 55302 | Stenographers and/or Court Reporters | $10.61 | $10.16 |
| 55305 | Receptionists and Information Clerks | $7.30 | $7.17 |
| 55307 | Typists, Including Word Processing | $8.43 | $7.83 |
| 55314 | Personnel Clerks, Except Payroll and Timekeeping | $10.50 | $10.58 |
| 55321 | File Clerks | $6.93 | $6.91 |
| 55323 | Order Clerks, Materials, Merchandise and Service | $8.36 | $8.15 |
| 55326 | Procurement Clerks | $8.40 | $8.00 |
| 55328 | Statistical Clerks | $9.03 | $8.03 |
| 55332 | Interviewing Clerks, Except Personnel and Social Welfare | $7.16 | $6.92 |
| 55335 | Customer Service Representatives, Utilities | $11.01 | $9.91 |
| 55338 | Bookkeeping, Accounting and Auditing Clerks | $9.09 | $8.82 |
| 55341 | Payroll and Timekeeping Clerks | $9.97 | $9.64 |
| 55344 | Billing, Cost and Rate Clerks | $8.81 | $8.50 |
| 55347 | General Office Clerks | $8.04 | $7.62 |
| 56002 | Billing, Posting and Calculating Machine Operators | $8.38 | $8.68 |
| 56011 | Computer Operators, Except Peripheral Equipment | $9.15 | $8.70 |
| 56017 | Data Entry Keyers, Except Composing | $7.65 | $7.45 |
| 56099 | All Other Office Machine Operators | $8.60 | $8.77 |
| 57102 | Switchboard Operators | $6.82 | $6.42 |
| 57302 | Mail Clerks, Except Mail Machine Operators and Postal Service | $7.91 | $7.81 |

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# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 57305 | • | Postal Mail Carriers | $13.31 | $13.74 |
| 57308 | • | Postal Service Clerks | $13.88 | $14.19 |
| 57311 | | Messengers | $6.93 | $5.95 |
| 58002 | • | Dispatchers, Police, Fire and Ambulance | $8.30 | $8.05 |
| 58005 | | Dispatchers, Except Police, Fire and Ambulance | $9.67 | $9.80 |
| 58008 | | Production, Planning and Expediting Clerks | $9.73 | $7.92 |
| 58014 | • | Meter Readers, Utilities | $11.10 | $10.46 |
| 58023 | | Stock Clerks - Stockroom, Warehouse or Storage Yard | $8.68 | $8.28 |
| 58026 | | Order Fillers, Wholesale and Retail Sales | $8.74 | $7.98 |
| 58028 | | Shipping, Receiving and Traffic Clerks | $10.64 | $11.27 |
| 58099 | | All Other Material Recording, Scheduling and Distributing Workers | $10.93 | $10.71 |
| 59999 | | All Other Clerical and Administrative Support Workers | $9.34 | $9.81 |
| | | **Service Occupations** | | |
| 61000 | | First-Line Supervisors and Managers/Supervisors - Service Workers | $9.59 | $8.69 |
| 63008 | • | Firefighters | $13.35 | $13.18 |
| 63014 | • | Police Patrol Officers | $13.14 | $12.84 |
| 63017 | • | Correction Officers and Jailers | $10.54 | $10.73 |
| 63028 | | Criminal Investigators, Public Service | $17.29 | $17.48 |
| 63032 | • | Sheriffs and Deputy Sheriffs | $14.15 | $13.04 |
| 63044 | | Crossing Guards | $6.29 | $6.12 |
| 63047 | • | Guards and Watch Guards | $6.70 | $5.51 |
| 63099 | • | All Other Protective Service Workers | $8.25 | $7.71 |
| 65002 | | Hosts and Hostesses, Restaurant, Lounge or Coffee Shop | $5.66 | $5.47 |
| 65005 | | Bartenders | $6.32 | $6.21 |
| 65008 | | Waiters and Waitresses | $5.24 | $5.31 |
| 65014 | • | Dining Room and Cafeteria Attendants and Bartender Helpers | $5.17 | $5.29 |
| 65017 | | Counter Attendants - Lunchroom, Coffee Shop or Cafeteria | $6.15 | $5.84 |
| 65021 | | Bakers, Bread and Pastry | $7.60 | $7.33 |
| 65023 | | Butchers and Meat Cutters | $8.89 | $8.20 |
| 65026 | | Cooks, Restaurant | $6.83 | $6.78 |
| 65028 | • | Cooks, Institution or Cafeteria | $7.22 | $7.09 |
| 65032 | | Cooks, Fast Food | $5.08 | $5.27 |
| 65035 | | Cooks, Short Order | $6.05 | $5.73 |
| 65038 | | Food Preparation Workers | $6.28 | $6.13 |
| 65041 | | Combined Food Preparation and Service Workers | $5.33 | $5.34 |
| 65099 | | All Other Food Service Workers | $6.17 | $5.82 |
| 66002 | | Dental Assistants | $8.85 | $8.52 |
| 66005 | | Medical Assistants | $8.47 | $8.74 |
| 66008 | • | Nursing Aides, Orderlies and Attendants | $6.91 | $6.92 |
| 66011 | | Home Health Aides | $6.94 | $6.69 |
| 66017 | | Physical and Corrective Therapy Assistants and Aides | $8.88 | $8.27 |
| 66026 | | Pharmacy Aides | $7.97 | $7.93 |
| 66099 | | All Other Health Service Workers | $8.45 | $8.05 |
| 67002 | | Maids and Housekeeping Cleaners | $5.68 | $5.47 |

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# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 67005 | • | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | $7.26 | $6.99 |
| 67099 | | All Other Cleaning and Building Service Workers | $7.94 | $7.73 |
| 68005 | | Hairdressers, Hairstylists and Cosmetologists | $6.28 | $5.67 |
| 68014 | | Amusement and Recreation Attendants | $5.36 | $5.34 |
| 68035 | | Personal and Home Care Aides | $6.27 | $6.02 |
| 68038 | | Child Care Workers | $5.66 | $5.43 |
| 69999 | | All Other Service Workers | $6.61 | $6.25 |
| | | **Production, Construction, Operating, Maintenance & Material Handling Occupations** | | |
| 72002 | | First-Line Supervisors and Managers/Supervisors - Agricultural, Forestry, Fishing and Related Workers | $15.19 | $14.23 |
| 73002 | | Fallers and Buckers | $15.53 | $16.03 |
| 73008 | | Log-Handling Equipment Operators | $12.53 | $12.51 |
| 73011 | | Logging Tractor Operators | $14.09 | $13.80 |
| 79002 | • | Forest and Conservation Workers | $10.59 | $10.19 |
| 79008 | | Log Graders and Scalers | $13.43 | $13.81 |
| 79017 | | Animal Caretakers, Except Farm | $6.13 | $5.56 |
| 79041 | • | Laborers, Landscaping and Groundskeeping | $7.30 | $6.95 |
| 79999 | • | All Other Agricultural, Forestry, Fishing and Related Workers | $9.27 | $9.20 |
| 81002 | • | First-Line Supervisors and Managers/Supervisors - Mechanics, Installers and Repairers | $15.71 | $16.05 |
| 81005 | • | First-Line Supervisors and Managers/Supervisors - Construction Trades and Extractive Workers | $17.25 | $16.69 |
| 81008 | • | First-Line Supervisors and Managers/Supervisors - Production and Operating Workers | $14.48 | $12.95 |
| 81011 | | First-Line Supervisors and Mngrs./Supervs. - Transportation and Material-Moving Machine and Vehicle Operators | $17.62 | $16.61 |
| 81017 | | First-Line Supervisors and Managers/Supervisors - Helpers, Laborers and Material Movers, Hand | $14.63 | $14.34 |
| 81099 | | All Other First-Line Supervisors and Mngrs./Supervs. - Production, Construction, Maintenance and Related Workers | $15.18 | $14.38 |
| 83005 | | Production Inspectors, Testers, Graders, Sorters, Samplers and Weighers | $9.78 | $10.09 |
| 85110 | | Machinery Maintenance Mechanics | $11.19 | $10.76 |
| 85118 | | Machinery Maintenance Mechanics, Water or Power Generation Plant | $16.74 | $17.40 |
| 85119 | | All Other Machinery Maintenance Mechanics | $16.94 | $17.28 |
| 85123 | • | Millwrights | $13.86 | $12.76 |
| 85132 | | Maintenance Repairers, General Utility | $9.66 | $10.06 |
| 85302 | • | Automotive Mechanics | $11.20 | $11.04 |
| 85305 | | Automotive Body and Related Repairers | $10.95 | $10.09 |
| 85311 | | Bus and Truck Mechanics and Diesel Engine Specialists | $13.12 | $13.04 |
| 85314 | • | Mobile Heavy Equipment Mechanics, Except Engines | $15.07 | $14.46 |
| 85321 | | Farm Equipment Mechanics | $11.65 | $11.40 |
| 85323 | | Aircraft Mechanics | $12.93 | $13.75 |
| 85328 | | Small Engine Specialists | $8.76 | $8.01 |
| 85702 | | Telephone and Cable Television Line Installers and Repairers | $16.45 | $17.29 |
| 85705 | • | Data Processing Equipment Repairers | $9.91 | $9.69 |
| 85717 | | Electronics Repairers, Commercial and Industrial Equipment | $14.84 | $14.47 |
| 85723 | | Electrical Power-Line Installers and Repairers | $18.78 | $18.56 |
| 85728 | | Electrical Installers and Repairers, Transportation Equipment | $11.24 | $11.45 |
| 85905 | | Precision Instrument Repairers | $18.74 | $18.46 |
| 85926 | • | Office Machine and Cash Register Servicers | $9.80 | $9.76 |
| 85953 | | Tire Repairers and Changers | $6.60 | $6.59 |

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# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 85956 | | Menders, Garments, Linens and Related | $5.90 | $5.56 |
| 85999 | | All Other Mechanics, Installers and Repairers | $11.32 | $9.94 |
| 87102 | • | Carpenters | $11.64 | $11.01 |
| 87202 | • | Electricians | $16.79 | $17.09 |
| 87311 | • | Concrete and Terrazzo Finishers | $12.50 | $12.45 |
| 87402 | • | Painters and Paperhangers, Construction and Maintenance | $14.80 | $12.97 |
| 87502 | • | Plumbers, Pipefitters and Steamfitters | $17.39 | $17.49 |
| 87711 | • | Highway Maintenance Workers | $12.29 | $12.10 |
| 87808 | • | Roofers | $10.96 | $11.16 |
| 87902 | • | Earth Drillers, Except Oil and Gas | $12.65 | $12.23 |
| 87917 | | Service Unit Operators | $16.28 | $16.22 |
| 89108 | | Machinists | $11.01 | $11.30 |
| 89132 | • | Sheet Metal Workers | $14.33 | $12.01 |
| 89311 | | Cabinetmakers and Bench Carpenters | $10.46 | $10.36 |
| 89505 | | Custom Tailors and Sewers | $6.69 | $6.69 |
| 89514 | | Spotters, Dry-Cleaning | $5.87 | $5.59 |
| 89517 | | Pressers, Delicate Fabrics | $6.66 | $6.72 |
| 89999 | | All Other Precision Workers | $8.20 | $7.56 |
| 92305 | | Head Sawyers | $12.00 | $11.09 |
| 92308 | • | Sawing Machine Operators and Tenders | $10.18 | $10.05 |
| 92512 | | Offset Lithographic Press Setters and Set-Up Operators | $9.56 | $9.43 |
| 92543 | | Printing Press Machine Operators and Tenders | $12.59 | $12.88 |
| 92546 | | Bindery Machine Operators and Tenders | $9.49 | $8.24 |
| 92721 | | Sewing Machine Operators, Nongarment | $7.50 | $7.41 |
| 92726 | | Laundry and Dry-Cleaning Machine Operators and Tenders, Except Pressing | $6.09 | $5.72 |
| 92728 | | Pressing Machine Operators and Tenders, Textile, Garment and Related Materials | $6.36 | $6.24 |
| 92965 | | Crushing, Grinding, Mixing and Blending Machine Operators and Tenders | $14.27 | $16.10 |
| 92974 | | Packaging and Filling Machine Operators and Tenders | $8.16 | $8.02 |
| 92998 | | All Other Machine Operators and Tenders | $10.78 | $11.06 |
| 93914 | | Welders and Cutters | $12.27 | $11.44 |
| 93947 | | Painting, Coating and Decorating Workers, Hand | $10.35 | $10.44 |
| 93956 | | Assemblers and Fabricators, Except Machine, Electrical, Electronic and Precision | $7.77 | $7.70 |
| 95002 | • | Water and Liquid Waste Treatment Plant and System Operators | $11.53 | $10.93 |
| 95028 | | Power Distributors and Dispatchers | $18.74 | $18.46 |
| 95032 | | Stationary Engineers | $14.66 | $14.62 |
| 95099 | • | All Other Plant and System Operators | $14.09 | $14.68 |
| 97102 | • | Truck Drivers, Heavy or Tractor-Trailer | $13.21 | $12.93 |
| 97105 | • | Truck Drivers, Light, Including Delivery and Route Workers | $8.39 | $7.61 |
| 97111 | • | Bus Drivers, School | $9.52 | $9.57 |
| 97117 | | Driver/Sales Workers | $7.31 | $5.57 |
| 97199 | • | All Other Motor Vehicle Operators | $11.84 | $12.47 |
| 97805 | | Service Station Attendants | $7.30 | $6.89 |
| 97899 | | All Other Transportation and Related Workers | $11.00 | $11.51 |
| 97911 | | Wellhead Pumpers | $14.64 | $14.75 |
| 97923 | • | Excavating and Loading Machine Operators | $13.38 | $12.47 |

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# Montana Statewide Informational Hourly Wage Rates
## By Occupational Code
## (All Industries Included)

| OES Code | | Occupations | Mean Wage | Median Wage |
|---|---|---|---|---|
| 97938 | • | Grader, Bulldozer and Scraper Operators | $14.97 | $14.62 |
| 97947 | • | Industrial Truck and Tractor Operators | $9.60 | $9.42 |
| 97951 | | Conveyor Operators and Tenders | $10.71 | $10.17 |
| 97956 | • | Operating Engineers | $14.05 | $14.02 |
| 98102 | | Helpers, Mechanics and Repairers | $8.01 | $7.25 |
| 98312 | | Helpers, Carpenters and Related Workers | $9.36 | $9.01 |
| 98315 | | Helpers, Plumbers, Pipefitters and Steamfitters | $8.33 | $8.55 |
| 98319 | | Helpers, All Other Construction Trades Workers | $9.34 | $8.44 |
| 98700 | | Freight, Stock, and Material Movers, Hand | $8.23 | $7.86 |
| 98902 | | Hand Packers and Packagers | $6.18 | $5.64 |
| 98905 | • | Vehicle Washers and Equipment Cleaners | $6.28 | $5.92 |
| 98999 | • | All Other Helpers, Laborers and Material Movers, Hand | $9.79 | $10.02 |

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# Appendix

Sample Wage Survey Form

Wage Conversion Table

# Sample Wage Survey Form

## OCCUPATIONAL EMPLOYMENT SURVEY

| OCCUPATION CODE AND TITLE | | NUMBER OF EMPLOYEES IN SELECTED WAGE RANGES (REPORT PART-TIME WORKERS ACCORDING TO AN HOURLY RATE) | | | | | | | | | | | NUMBER OF EMPLOYEES |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | A | B | C | D | E | F | G | H | I | J | K | |
| | HOURLY | under $5.75 | $5.75 - 8.49 | $8.50 - 9.99 | $10.00 - 11.24 | $11.25 - 13.24 | $13.25 - 15.74 | $15.75 - 19.24 | $19.25 - 24.24 | $24.25 - 43.24 | $43.25 - 60.00 | $60.01 and over | TOTAL |
| | ANNUAL | under $11,960 | $11,960 - 17,659 | $17,660 - 20,779 | $20,780 - 23,399 | $23,400 - 27,559 | $27,560 - 32,759 | $32,760 - 40,039 | $40,040 - 50,439 | $50,440 - 89,959 | $89,960 - 124,820 | $124,821 and over | |
| 13011 | MARKETING, ADVERTISING, AND PUBLIC RELATIONS MANAGERS | | | | | | | | | | | | |
| 19005 | GENERAL MANAGERS AND TOP EXECUTIVES | | | | | | | | | | | | |
| 21114 | ACCOUNTANTS AND AUDITORS | | | | | | | | | | | | |
| 41002 | FIRST-LINE SUPERVISORS AND MANAGERS/SUPERVISORS - SALES AND RELATED WORKERS | | | | | | | | | | | | |
| 49011 | SALESPERSONS, RETAIL | | | | | | | | | | | | |
| 49014 | SALESPERSONS, PARTS | | | | | | | | | | | | |
| 49023 | CASHIERS | | | | | | | | | | | | |
| 51002 | FIRST-LINE SUPERVISORS AND MANAGERS/SUPERVISORS - CLERICAL AND ADMINISTRATIVE SUPPORT WORKERS | | | | | | | | | | | | |
| 55108 | SECRETARIES, EXCEPT LEGAL AND MEDICAL | | | | | | | | | | | | |

750-5

3

# Wage Conversion Table

| Hourly | Weekly | Monthly | Annually | Hourly | Weekly | Monthly | Annually |
|---|---|---|---|---|---|---|---|
| $5.00 | $200.00 | $866.67 | $10,400.00 | $10.50 | $420.00 | $1,820.00 | $21,840.00 |
| 5.10 | 204.00 | 884.00 | 10,608.00 | 10.60 | 424.00 | 1,837.33 | 22,048.00 |
| 5.20 | 208.00 | 901.33 | 10,816.00 | 10.70 | 428.00 | 1,854.67 | 22,256.00 |
| 5.30 | 212.00 | 918.67 | 11,024.00 | 10.80 | 432.00 | 1,872.00 | 22,464.00 |
| 5.40 | 216.00 | 936.00 | 11,232.00 | 10.90 | 436.00 | 1,889.33 | 22,672.00 |
| 5.50 | 220.00 | 953.33 | 11,440.00 | 11.00 | 440.00 | 1,906.67 | 22,880.00 |
| 5.60 | 224.00 | 970.67 | 11,648.00 | 11.10 | 444.00 | 1,924.00 | 23,088.00 |
| 5.70 | 228.00 | 988.00 | 11,856.00 | 11.20 | 448.00 | 1,941.33 | 23,296.00 |
| 5.80 | 232.00 | 1,005.33 | 12,064.00 | 11.30 | 452.00 | 1,958.67 | 23,504.00 |
| 5.90 | 236.00 | 1,022.67 | 12,272.00 | 11.40 | 456.00 | 1,976.00 | 23,712.00 |
| 6.00 | 240.00 | 1,040.00 | 12,480.00 | 11.50 | 460.00 | 1,993.33 | 23,920.00 |
| 6.10 | 244.00 | 1,057.33 | 12,688.00 | 11.60 | 464.00 | 2,010.67 | 24,128.00 |
| 6.20 | 248.00 | 1,074.67 | 12,896.00 | 11.70 | 468.00 | 2,028.00 | 24,336.00 |
| 6.30 | 252.00 | 1,092.00 | 13,104.00 | 11.80 | 472.00 | 2,045.33 | 24,544.00 |
| 6.40 | 256.00 | 1,109.33 | 13,312.00 | 11.90 | 476.00 | 2,062.67 | 24,752.00 |
| 6.50 | 260.00 | 1,126.67 | 13,520.00 | 12.00 | 480.00 | 2,080.00 | 24,960.00 |
| 6.60 | 264.00 | 1,144.00 | 13,728.00 | 12.10 | 484.00 | 2,097.33 | 25,168.00 |
| 6.70 | 268.00 | 1,161.33 | 13,936.00 | 12.20 | 488.00 | 2,114.67 | 25,376.00 |
| 6.80 | 272.00 | 1,178.67 | 14,144.00 | 12.30 | 492.00 | 2,132.00 | 25,584.00 |
| 6.90 | 276.00 | 1,196.00 | 14,352.00 | 12.40 | 496.00 | 2,149.33 | 25,792.00 |
| 7.00 | 280.00 | 1,213.33 | 14,560.00 | 12.50 | 500.00 | 2,166.67 | 26,000.00 |
| 7.10 | 284.00 | 1,230.67 | 14,768.00 | 12.60 | 504.00 | 2,184.00 | 26,208.00 |
| 7.20 | 288.00 | 1,248.00 | 14,976.00 | 12.70 | 508.00 | 2,201.33 | 26,416.00 |
| 7.30 | 292.00 | 1,265.33 | 15,184.00 | 12.80 | 512.00 | 2,218.67 | 26,624.00 |
| 7.40 | 296.00 | 1,282.67 | 15,392.00 | 12.90 | 516.00 | 2,236.00 | 26,832.00 |
| 7.50 | 300.00 | 1,300.00 | 15,600.00 | 13.00 | 520.00 | 2,253.33 | 27,040.00 |
| 7.60 | 304.00 | 1,317.33 | 15,808.00 | 13.10 | 524.00 | 2,270.67 | 27,248.00 |
| 7.70 | 308.00 | 1,334.67 | 16,016.00 | 13.20 | 528.00 | 2,288.00 | 27,456.00 |
| 7.80 | 312.00 | 1,352.00 | 16,224.00 | 13.30 | 532.00 | 2,305.33 | 27,664.00 |
| 7.90 | 316.00 | 1,369.33 | 16,432.00 | 13.40 | 536.00 | 2,322.67 | 27,872.00 |
| 8.00 | 320.00 | 1,386.67 | 16,640.00 | 13.50 | 540.00 | 2,340.00 | 28,080.00 |
| 8.10 | 324.00 | 1,404.00 | 16,848.00 | 13.60 | 544.00 | 2,357.33 | 28,288.00 |
| 8.20 | 328.00 | 1,421.33 | 17,056.00 | 13.70 | 548.00 | 2,374.67 | 28,496.00 |
| 8.30 | 332.00 | 1,438.67 | 17,264.00 | 13.80 | 552.00 | 2,392.00 | 28,704.00 |
| 8.40 | 336.00 | 1,456.00 | 17,472.00 | 13.90 | 556.00 | 2,409.33 | 28,912.00 |
| 8.50 | 340.00 | 1,473.33 | 17,680.00 | 14.00 | 560.00 | 2,426.67 | 29,120.00 |
| 8.60 | 344.00 | 1,490.67 | 17,888.00 | 14.10 | 564.00 | 2,444.00 | 29,328.00 |
| 8.70 | 348.00 | 1,508.00 | 18,096.00 | 14.20 | 568.00 | 2,461.33 | 29,536.00 |
| 8.80 | 352.00 | 1,525.33 | 18,304.00 | 14.30 | 572.00 | 2,478.67 | 29,744.00 |
| 8.90 | 356.00 | 1,542.67 | 18,512.00 | 14.40 | 576.00 | 2,496.00 | 29,952.00 |
| 9.00 | 360.00 | 1,560.00 | 18,720.00 | 14.50 | 580.00 | 2,513.33 | 30,160.00 |
| 9.10 | 364.00 | 1,577.33 | 18,928.00 | 14.60 | 584.00 | 2,530.67 | 30,368.00 |
| 9.20 | 368.00 | 1,594.67 | 19,136.00 | 14.70 | 588.00 | 2,548.00 | 30,576.00 |
| 9.30 | 372.00 | 1,612.00 | 19,344.00 | 14.80 | 592.00 | 2,565.33 | 30,784.00 |
| 9.40 | 376.00 | 1,629.33 | 19,552.00 | 14.90 | 596.00 | 2,582.67 | 30,992.00 |
| 9.50 | 380.00 | 1,646.67 | 19,760.00 | 15.00 | 600.00 | 2,600.00 | 31,200.00 |
| 9.60 | 384.00 | 1,664.00 | 19,968.00 | 15.10 | 604.00 | 2,617.33 | 31,408.00 |
| 9.70 | 388.00 | 1,681.33 | 20,176.00 | 15.20 | 608.00 | 2,634.67 | 31,616.00 |
| 9.80 | 392.00 | 1,698.67 | 20,384.00 | 15.30 | 612.00 | 2,652.00 | 31,824.00 |
| 9.90 | 396.00 | 1,716.00 | 20,592.00 | 15.40 | 616.00 | 2,669.33 | 32,032.00 |
| 10.00 | 400.00 | 1,733.33 | 20,800.00 | 15.50 | 620.00 | 2,686.67 | 32,240.00 |
| 10.10 | 404.00 | 1,750.67 | 21,008.00 | 15.60 | 624.00 | 2,704.00 | 32,448.00 |
| 10.20 | 408.00 | 1,768.00 | 21,216.00 | 15.70 | 628.00 | 2,721.33 | 32,656.00 |
| 10.30 | 412.00 | 1,785.33 | 21,424.00 | 15.80 | 632.00 | 2,738.67 | 32,864.00 |
| 10.40 | 416.00 | 1,802.67 | 21,632.00 | 15.90 | 636.00 | 2,756.00 | 33,072.00 |

# Wage Conversion Table

| Hourly | Weekly | Monthly | Annually | Hourly | Weekly | Monthly | Annually |
|---|---|---|---|---|---|---|---|
| $16.00 | $640.00 | $2,773.33 | $33,280.00 | $21.50 | $860.00 | $3,726.67 | $44,720.00 |
| 16.10 | 644.00 | 2,790.67 | 33,488.00 | 21.60 | 864.00 | 3,744.00 | 44,928.00 |
| 16.20 | 648.00 | 2,808.00 | 33,696.00 | 21.70 | 868.00 | 3,761.33 | 45,136.00 |
| 16.30 | 652.00 | 2,825.33 | 33,904.00 | 21.80 | 872.00 | 3,778.67 | 45,344.00 |
| 16.40 | 656.00 | 2,842.67 | 34,112.00 | 21.90 | 876.00 | 3,796.00 | 45,552.00 |
| 16.50 | 660.00 | 2,860.00 | 34,320.00 | 22.00 | 880.00 | 3,813.33 | 45,760.00 |
| 16.60 | 664.00 | 2,877.33 | 34,528.00 | 22.10 | 884.00 | 3,830.67 | 45,968.00 |
| 16.70 | 668.00 | 2,894.67 | 34,736.00 | 22.20 | 888.00 | 3,848.00 | 46,176.00 |
| 16.80 | 672.00 | 2,912.00 | 34,944.00 | 22.30 | 892.00 | 3,865.33 | 46,384.00 |
| 16.90 | 676.00 | 2,929.33 | 35,152.00 | 22.40 | 896.00 | 3,882.67 | 46,592.00 |
| 17.00 | 680.00 | 2,946.67 | 35,360.00 | 22.50 | 900.00 | 3,900.00 | 46,800.00 |
| 17.10 | 684.00 | 2,964.00 | 35,568.00 | 22.60 | 904.00 | 3,917.33 | 47,008.00 |
| 17.20 | 688.00 | 2,981.33 | 35,776.00 | 22.70 | 908.00 | 3,934.67 | 47,216.00 |
| 17.30 | 692.00 | 2,998.67 | 35,984.00 | 22.80 | 912.00 | 3,952.00 | 47,424.00 |
| 17.40 | 696.00 | 3,016.00 | 36,192.00 | 22.90 | 916.00 | 3,969.33 | 47,632.00 |
| 17.50 | 700.00 | 3,033.33 | 36,400.00 | 23.00 | 920.00 | 3,986.67 | 47,840.00 |
| 17.60 | 704.00 | 3,050.67 | 36,608.00 | 23.10 | 924.00 | 4,004.00 | 48,048.00 |
| 17.70 | 708.00 | 3,068.00 | 36,816.00 | 23.20 | 928.00 | 4,021.33 | 48,256.00 |
| 17.80 | 712.00 | 3,085.33 | 37,024.00 | 23.30 | 932.00 | 4,038.67 | 48,464.00 |
| 17.90 | 716.00 | 3,102.67 | 37,232.00 | 23.40 | 936.00 | 4,056.00 | 48,672.00 |
| 18.00 | 720.00 | 3,120.00 | 37,440.00 | 23.50 | 940.00 | 4,073.33 | 48,880.00 |
| 18.10 | 724.00 | 3,137.33 | 37,648.00 | 23.60 | 944.00 | 4,090.67 | 49,088.00 |
| 18.20 | 728.00 | 3,154.67 | 37,856.00 | 23.70 | 948.00 | 4,108.00 | 49,296.00 |
| 18.30 | 732.00 | 3,172.00 | 38,064.00 | 23.80 | 952.00 | 4,125.33 | 49,504.00 |
| 18.40 | 736.00 | 3,189.33 | 38,272.00 | 23.90 | 956.00 | 4,142.67 | 49,712.00 |
| 18.50 | 740.00 | 3,206.67 | 38,480.00 | 24.00 | 960.00 | 4,160.00 | 49,920.00 |
| 18.60 | 744.00 | 3,224.00 | 38,688.00 | 24.10 | 964.00 | 4,177.33 | 50,128.00 |
| 18.70 | 748.00 | 3,241.33 | 38,896.00 | 24.20 | 968.00 | 4,194.67 | 50,336.00 |
| 18.80 | 752.00 | 3,258.67 | 39,104.00 | 24.30 | 972.00 | 4,212.00 | 50,544.00 |
| 18.90 | 756.00 | 3,276.00 | 39,312.00 | 24.40 | 976.00 | 4,229.33 | 50,752.00 |
| 19.00 | 760.00 | 3,293.33 | 39,520.00 | 24.50 | 980.00 | 4,246.67 | 50,960.00 |
| 19.10 | 764.00 | 3,310.67 | 39,728.00 | 24.60 | 984.00 | 4,264.00 | 51,168.00 |
| 19.20 | 768.00 | 3,328.00 | 39,936.00 | 24.70 | 988.00 | 4,281.33 | 51,376.00 |
| 19.30 | 772.00 | 3,345.33 | 40,144.00 | 24.80 | 992.00 | 4,298.67 | 51,584.00 |
| 19.40 | 776.00 | 3,362.67 | 40,352.00 | 24.90 | 996.00 | 4,316.00 | 51,792.00 |
| 19.50 | 780.00 | 3,380.00 | 40,560.00 | 25.00 | 1,000.00 | 4,333.33 | 52,000.00 |
| 19.60 | 784.00 | 3,397.33 | 40,768.00 | 25.10 | 1,004.00 | 4,350.67 | 52,208.00 |
| 19.70 | 788.00 | 3,414.67 | 40,976.00 | 25.20 | 1,008.00 | 4,368.00 | 52,416.00 |
| 19.80 | 792.00 | 3,432.00 | 41,184.00 | 25.30 | 1,012.00 | 4,385.33 | 52,624.00 |
| 19.90 | 796.00 | 3,449.33 | 41,392.00 | 25.40 | 1,016.00 | 4,402.67 | 52,832.00 |
| 20.00 | 800.00 | 3,466.67 | 41,600.00 | 25.50 | 1,020.00 | 4,420.00 | 53,040.00 |
| 20.10 | 804.00 | 3,484.00 | 41,808.00 | 25.60 | 1,024.00 | 4,437.33 | 53,248.00 |
| 20.20 | 808.00 | 3,501.33 | 42,016.00 | 25.70 | 1,028.00 | 4,454.67 | 53,456.00 |
| 20.30 | 812.00 | 3,518.67 | 42,224.00 | 25.80 | 1,032.00 | 4,472.00 | 53,664.00 |
| 20.40 | 816.00 | 3,536.00 | 42,432.00 | 25.90 | 1,036.00 | 4,489.33 | 53,872.00 |
| 20.50 | 820.00 | 3,553.33 | 42,640.00 | 26.00 | 1,040.00 | 4,506.67 | 54,080.00 |
| 20.60 | 824.00 | 3,570.67 | 42,848.00 | 26.10 | 1,044.00 | 4,524.00 | 54,288.00 |
| 20.70 | 828.00 | 3,588.00 | 43,056.00 | 26.20 | 1,048.00 | 4,541.33 | 54,496.00 |
| 20.80 | 832.00 | 3,605.33 | 43,264.00 | 26.30 | 1,052.00 | 4,558.67 | 54,704.00 |
| 20.90 | 836.00 | 3,622.67 | 43,472.00 | 26.40 | 1,056.00 | 4,576.00 | 54,912.00 |
| 21.00 | 840.00 | 3,640.00 | 43,680.00 | 26.50 | 1,060.00 | 4,593.33 | 55,120.00 |
| 21.10 | 844.00 | 3,657.33 | 43,888.00 | 26.60 | 1,064.00 | 4,610.67 | 55,328.00 |
| 21.20 | 848.00 | 3,674.67 | 44,096.00 | 26.70 | 1,068.00 | 4,628.00 | 55,536.00 |
| 21.30 | 852.00 | 3,692.00 | 44,304.00 | 26.80 | 1,072.00 | 4,645.33 | 55,744.00 |
| 21.40 | 856.00 | 3,709.33 | 44,512.00 | 26.90 | 1,076.00 | 4,662.67 | 55,952.00 |

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- Statistics in Brief (check the Hours and Earnings and Average Weekly Earnings sections each month)
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- Minimum Wage Information
- Hours and Earnings for Private Nonagricultural Production Workers (CES Series)

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- Job Projections for Montana's Industries and Occupations

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